

# DAYTON POLICE REFORM

QUARTERLY REPORT  
DECEMBER 2020



[DAYTONOHIO.GOV/POLICEREFORM](https://daytonohio.gov/policerreform)

PREPARED BY WILL SMITH

# **QUARTER AT A GLANCE**

**SEPTEMBER – NOVEMBER**

**30 TOTAL WORKING GROUP MEETINGS**

**10 LISTENING SESSIONS**

**43 TOTAL RECOMMENDATIONS SUBMITTED TO  
CITY COMMISSION**

**32 RECOMMENDATIONS RETURNED**

**CREATION OF CROSS GROUP TABLE**

**CREATION OF SMALL GROUP CONVERSATIONS**

**CREATION OF INTERNAL REFORM TABLE**

**CREATION OF RECOMMENDATION TRACKER**

**[WWW.DAYTONOHIO.GOV/933/RECOMMENDATIONS](http://WWW.DAYTONOHIO.GOV/933/RECOMMENDATIONS)**

# OVERSIGHT WORKING GROUP

**CO-CHAIRS: COMMISSIONER MATT JOSEPH &  
COUNTY RECORDER BRANDON MCCLAIN**

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## REVIEW INITIAL COMPLAINT PROCESS FOR REFORM RECOMMENDATIONS

### GOALS:

- ACCESSIBILITY
- TRANSPARENCY
- CONSISTENCY
- EFFICIENCY
- INCREASED TRUST

**OCT. 6 - 17 RECOMMENDATIONS SUBMITTED**

**INCLUDING:**

**"COMPLAINT HOTLINE"  
COMPLAINT TRACKER  
ACCESS FOR THOSE WITH DISABILITIES**

**15 ACCEPTED, 2 REQUESTS FOR ADDITIONAL TIME**

## REVIEW INVESTIGATION PROCESS FOR REFORM RECOMMENDATIONS

### GOALS:

- TRANSPARENCY AND ACCOUNTABILITY
- CREATE COMMUNITY TRUST
- FAIR AND JUST

**CREATION OF INDEPENDENT AUDITOR**



# USE OF FORCE WORKING GROUP

**CO-CHAIRS: COMMISSIONER JEFF MIMS &  
WILLIS BLACKSHEAR**

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**SEPT 2 - 2 RECOMMENDATIONS SUBMITTED**

**BODY CAMERAS FOR DAYTON POLICE DEPARTMENT  
ANNUAL USE OF FORCE REPORT**

**BOTH ACCEPTED**

**OCT 19 - RECOMMENDATION SUBMITTED**

**RECOGNIZING UNHOLSTERING AND POINTING A FIREARM AS A  
REPORTABLE SHOW OF FORCE**

**ACCEPTED**

**CRAFTED RECOMMENDATION  
LANGUAGE AROUND A "KNOW YOUR  
RIGHTS AND RESPONSIBILITIES" EFFORT**

**REVIEW USE OF FORCE SURVEY SENT TO  
DAYTON POLICE DEPARTMENT FOR  
RECOMMENDATIONS**

# TRAINING WORKING GROUP

**CO-CHAIRS: COMMISSIONER DARRYL FAIRCHILD &  
STACY BENSON-TAYLOR**

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- **REVIEW NATIONAL AND LOCAL DE-  
ESCALATION POLICIES AND PROCEDURES  
FOR RECOMMENDATIONS**

**NOV. 10 - 11 RECOMMENDATIONS SUBMITTED**

**INCLUDING:**

**CREATE DE-ESCALATION POLICY  
TRAINING AT VARIOUS LEVELS  
MONITOR OFFICER USE OF DE-ESCALATION  
TACTICS  
SYSTEM FOR MANAGERIAL ACCOUNTABILITY**

- **WORK ON DRAFT DE-ESCALATION POLICY**
- **DISCUSSED COMMUNITY DIVERSITY AND  
PROCEDURAL JUSTICE TRAINING**
- **BEGIN LOOKING INTO IMPLICIT BIAS  
TRAININGS AND MODELS**

# RECRUITMENT WORKING GROUP

CO-CHAIRS: MAYOR NAN WHALEY &  
HONORABLE JUDGE GERALD PARKER

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## REVIEW INITIAL RECRUITING PROCESS FOR REFORM RECOMMENDATIONS

INCREASED DIVERSITY  
CULTURAL COMPETENCY  
DIVERSITY AND INCLUSION THROUGHOUT PROCESS

### OCT. 6 - 9 RECOMMENDATIONS SUBMITTED

INCLUDING:  
PERMANENT, FULL-TIME RECRUITMENT UNIT  
ROBUST ANNUAL BUDGET  
DIVERSE ADVISORY GROUP  
MULTIPLE OPPORTUNITIES TO TAKE PRELIM EXAMS  
AND ASSESSMENTS  
TEST PREP MATERIALS WITH EYE TOWARD CULTURAL  
COMPETENCY

### ALL RECOMMENDATIONS ACCEPTED

### OCT. 27 - 2 RECOMMENDATIONS SUBMITTED

INCREASE AGE LIMIT

1 REQUEST MORE INFORMATION  
1 REJECTED

REVIEW CURRENT PROMOTION PROCEDURE  
REVIEW CURRENT DISCIPLINE PROCEDURE



# COMMUNITY ENGAGEMENT WORKING GROUP

CO-CHAIRS: COMMISSIONER CHRIS SHAW  
& SHANNON ISOM

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INCREASING TRUST  
INCREASING ENGAGEMENT  
DAILY ENGAGEMENT  
CULTURE AND ACCOUNTABILITY  
LIMIT POSSIBLE NEGATIVE ENGAGEMENTS

OCT. 22 - RECOMMENDATION SUBMITTED

DISPATCHING ALTERNATE RESPONDERS FOR  
NON VIOLENT CALLS INCLUDING:  
MENTAL HEALTH SITUATIONS  
HOMELESSNESS CALLS  
DRUG ADDICTION

NOV. 24 - ACCEPTED BY CITY COMMISSION

STUDY AND DISCUSS VARIOUS MODELS OF  
ENGAGEMENT AND IMMERSION

# **CROSS GROUP TABLE**

**COMPOSED OF MULTIPLE MEMBERS FROM EACH  
OF THE FIVE WORKING GROUPS**

## **GOALS:**

- **ALLOW FOR SHARING OF BEST GROUP PRACTICES**
- **DISCUSS IDEAS THAT CROSS INTO DIFFERENT GROUPS FOR INCREASED EFFICIENCY**
- **SHARE UPDATES FROM INDIVIDUALS GROUPS**

**HAS BEEN WELL RECEIVED AND BENEFICIAL  
WITHIN INDIVIDUAL GROUPS**



# **PEEK INTO NEXT QUARTER**

**DECEMBER 1 – 16**

**11 RECOMMENDATIONS ACCEPTED**

**9 RECOMMENDATIONS SENT  
TO CITY COMMISSION**

**5 WORKING GROUP MEETINGS**

**2 LISTENING SESSIONS**

**CREATION OF INFOGRAPHICS TO  
HIGHLIGHT AND INFORM  
COMMUNITY ON  
RECOMMENDATIONS**

# MAJOR TAKEAWAYS

- **DECREASE IN ATTENDANCE BUT  
INCREASE IN LEVEL OF  
ENGAGEMENT**
- **INCREASED PROGRESS WITH TIME**
- **RELATIONSHIPS BUILT ON  
MULTIPLE LEVELS**
- **LEGISLATIVE AIDES**
- **INTEREST IN THE  
IMPLEMENTATION PROCESS**

# NEXT STEPS

- **FINISH OUT RECOMMENDATION  
PHASE**
- **RAMP UP COMMUNITY  
CONVERSATIONS**
- **DEVELOP IMPLEMENTATION  
PHASE**